

# SIKKIM



## GOVERNMENT

## GAZETTE

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**No. 283**

**GOVERNMENT OF SIKKIM  
DEPARTMENT OF PERSONNEL, ADMINISTRATIVE REFORMS,  
TRAINING AND PUBLIC GRIEVANCES  
GANGTOK**

**No: 42/GEN/DOP**

**Dated: 31/05/2018**

### NOTIFICATION

In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India, the Governor of Sikkim is hereby pleased to make the following rules, namely:-

**Short title and  
commencement**

1. (1) These rules may be called the Sikkim Government Pharmacy College (Recruitment and Regulation of Promotion) Rules, 2018.
- (2) They shall come into force on the date of their publication in the Sikkim Government Gazette

**Definition**

2. In these rules, unless the context otherwise require:-
  - (a) "Act" means the Pharmacy Act, 1948;
  - (b) "AICTE" means All India Council for Technical Education;
  - (c) "Appointed day" means the date from which the provisions of these rules come into force;
  - (d) "Appointing authority" means the Government of Sikkim in the Department of Health Care, Human Service and Family Welfare;
  - (e) "Controlling authority" means the Government of Sikkim in the Department of Health Care, Human Service and Family Welfare;
  - (f) "College or Pharmacy College or Institution" means Sikkim Government Pharmacy College;
  - (g) "Council" means Pharmacy Council of India or State Pharmacy Council, as the case may be;
  - (h) "Commission" means the Sikkim State Public Commission;
  - (i) "Government" means the State Government of Sikkim;
  - (j) "Governor" means the Governor of Sikkim;
  - (k) "Member of service" means the person who is appointed to the service in accordance with provisions of these rules;

- (l) "Post" means any of the posts specified in the Schedule appended to these rules;
- (m) "Principal" means Head of Institution of Government Pharmacy College;
- (n) "Registrar" means the Registrar of Sikkim University;
- (o) "Regulation" means the University Grants Commission (Minimum Qualifications for Appointment of Teachers and other Academic Staffs in Universities and Colleges and other Measures for the Maintenance of Standards in Higher Education) Regulation, 2010 and as amended from time to time;
- (p) "Schedule" means the Schedule appended to these rules;
- (q) "Service" means the Sikkim Government Pharmacy College Service;
- (r) "State" means State of Sikkim;
- (s) "Selection Committee" means the Selection Committee constituted under the UGC Regulation;
- (t) "Sanctioning Authority" means the Controlling Authority;
- (u) "University" means the Sikkim University;
- (v) "UGC" means University Grant Commission;
- (w) "VC or Vice – Chancellor" means the Vice – Chancellor of the Sikkim University;

**Commencement and composition of service**

3. (1) There shall be constituted a service to be known as the Sikkim Government Pharmacy College Service consisting of persons appointed to the service under rules 4, 5, and 6 (1);
- (2) The authorised strength, composition of the service, grade and scale of pay shall be as indicated in the Schedule appended to these rules at the initial constitution and shall be as determined by the Governor from time to time;
- (3) The scale of pay admissible to the members of the service shall be as shown in Column (3) of the Schedules at its initial constitution and shall be as determined by the Governor from time to time after the appointed day.

**Members of the service**

4. The category of persons appointed at the initial Constitution under rule 3 (1) and rule 5 (1) shall be the members of the Service.

**Appointment and posting**

5. (1) All appointment to the posts after the appointed shall be made by the Governor of Sikkim specified in rule 6 (1);
- (2) Notwithstanding anything contained in sub-rule (1), the Government shall have the right to fill up any cadre posts to fill – up the faculty from similar service on deputation from the Central or other State Government for any period of time.

**Method of recruitment, age limit and other qualifications**

6. (1) Subject to the provision of rule 5 (2), any vacancy arising in the service after the appointed day shall filled in the manner provided in the column (5) of the Schedules appended to these rules;

- (2) The eligibility conditions and other matters relating to the categories of the posts shall be as specified in the column (7) of the Schedule appended to these rules;
- (3) Schedule I refers to name of post, strength, mode of recruitment, age limit, scale of pay with respect to the teaching faculty post;
- (4) Schedule II and Schedule III refers to name of post, strength, mode of recruitment, age limit, scale of pay with respect to the Non – teaching (academic and technical) posts;
- (5) The recruitment and promotion to the service shall be made on the recommendation of the Commission.

**Minimum Qualification for appointment (member of faculty)**

7. Minimum qualification and experience for appointment in various departments of the Pharmacy College imparting Degree education shall be as prescribed by the Pharmacy Council of India (PCI) from time to time and presently as specified in the Column (7) of the Schedule.

**Selection Committee and Guidelines on Selection Procedures**

8. The appointment of member of faculty of the College shall be strictly in accordance to the guidelines evolved under the UGC Regulation/ AICTE Regulation with respect to the posts and accordingly as specified in the selection procedures contained therein, for direct recruitment or for promotion/appointment under the Career Advancement Schemes, as the case may be, applicable for faculty and other academic staff in the College as per the Regulations.

**Regulation of Service matters**

9. The members of the service's claim to pay and allowances, leave, seniority, research and assignments, Agreement and other related matters shall be in accordance to the UGC Regulation/ AICTE Regulation, in those respect in force at the time and shall be as amended from time to time.

**Period of Probation and Confirmation**

10. (i) The minimum period of probation shall be 01 (one) year extendable by a maximum period of one more year in case of un satisfactory performance;
- (ii) The confirmation at the end of one year shall be automatic, unless extended for another year by a specific order, before expiry of the first year;
- (iii) Subject to the sub rules above, it is obligatory on the part of the University and Institution to issue an order of confirmation to the incumbents within 45 (Forty five) days of completion of probationary period after due process of verification of satisfactory performance;
- (iv) Probation and confirmation rules are applicable only at the initial stage of recruitment, issued from time to time, by the State Government;
- (v) All other relevant rules on probation and confirmation shall be applicable *mutatis mutandis*.

**Discharge of a probationer**

11. A probationer shall be liable to be discharged from the service or as the case may be reverted to his substantive post, if :-

- (i) the Appointing Authority is satisfied that the probationer is ineligible for recruitment to the service or is unsuitable for being a member of the service; or
- (ii) he is found lacking in qualities of mind and character needed for the service or in the constructive outlook and human sympathy needed in teaching service; or
- (iii) he fails to comply with any of the provisions of these rules.

**Administrative control** 12. The control over the service including appointments and deputation shall vest with the Controlling Authority.

**Disqualification** 13. No person:-

- (i) who has entered into or contracted a marriage with a person having a spouse living; or
- (ii) who having a spouse living has entered into or contracted a marriage with any person shall be eligible for appointment to the said post;

Provided that the State Government may, if satisfied that such marriage is permissible under the personal law or customs applicable to such person and other party to the marriage, exempt such person from the operation of this rule;

- (iii) Notwithstanding anything in this rule, the disqualification shall be regulated and governed by the Sikkim Government Service Rules.

**Power to relax** 14. Where the State Government is of the opinion that it is necessary or expedient to do, it may, by order, for reasons to be recorded in writing, relax any of the provisions of these rules with respect to any class or category of persons or posts.

**Residuary matter** 15. All other matters in relation to the service not specified or for which no provisions have been made in these rules or not covered by the UGC Regulations or AICTE guidelines, shall be regulated and governed by the Sikkim Government Service Rules applicable to other officers of equivalent status.

**By order and in the name of the Governor**

**H.K. Chettri**  
**JOINT SECRETARY TO THE GOVERNMENT**

# SCHEDULE I

## Academic Wing (Faculty)

Sl. No.	Name of Post	Pay Band & Grade Pay	Number of Post	Mode of recruitment	Age limit for direct recruitment	Eligibility condition
01	02	03	04	05	06	07
01	Lecturer	PB III Rs. 15600 – 39100 AGP Rs. 6000	14	100 % by direct recruitment	21 – 40 years	First Class Bachelor in Pharmacy (B. Pharm.) with Master Degree in Pharmacy (M. Pharm.) in appropriate branch of specialized qualifications recognized by Pharmacy Council of India (PCI) and registration as a pharmacist under the Pharmacy Act, 1948, as amended from time to time, including any succeeding enactments, OR  Doctorate in Pharmacy (Pharm.D.) in the specialized subjects of pathophysiology, pharmacology and pharmacy practice recognized by PCI
	Assistant Professor	PB III Rs. 15600 – 39100 AGP Rs. 6000	Not Applicable	100 % by re-designation/direct recruitment, as the case may be	Not Applicable	A lecturer after completing 02 (two) years of service will be re-designated as Assistant Professor, OR A person with requisite qualifications shall be appointed as a lecturer, except those with requisite qualifications and teaching experience as Lecturer/Assistant Professor in any PCI approved/ recognized Pharmacy College upon the corresponding years of teaching experience, subject to vacancy <b>[N.B.: Part-time teaching or guest lecturers shall not be counted as experience for this purpose]</b>

02	Associate Professor	PB IV Rs. 37400 – 67000 AGP Rs. 9000	100 % by promotion / by direct recruitment, as the case may be	Not Applicable	<p><b>For Associate Professor ;</b></p> <p>03 (three) years regular service as Assistant Professor Stage 03 in AGP of Rs. 8000 in accordance to the Stages of Promotion under Career Advancement Scheme (CAS) of the UGC Regulations OR</p> <p>First Class Bachelor in Pharmacy with Master Degree in Pharmacy in appropriate branch of specialized qualifications recognized by PCI and registration as a pharmacist under the Pharmacy Act, 1948, as amended from time to time, including any succeeding enactments subject to vacancy, OR</p> <p>Pharm. D. in the specialized subjects of pathophysiology, pharmacology and pharmacy practice recognized by Pharmacy Council of India subject to vacancy</p> <p>AND</p> <p>with 03 (three) years' experience in teaching or research at the level of Assistant Professor or equivalent corresponding to Stage 03 and AGP of Rs. 8000 in any PCI approved/recognized Pharmacy College</p>
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03	Professor	PB IV Rs. 37400 – 67000 AGP Rs. 10000				<p><b>For Professor : 03 (Three) years of regular service as Associate Professor Stage 04 in AGP of Rs. 9000 in accordance to the Stages of Promotion under Career Advancement Scheme (CAS) of the UGC Regulation OR</b></p> <p><b>Requirement:</b> First Class Degree in Bachelor in Pharmacy with Master's degree in Pharmacy in appropriate branch of specialized qualifications recognized by Pharmacy Council of India and registration as a pharmacist under the Pharmacy Act, 1948, as amended from time to time, including any succeeding enactments subject to vacancy OR</p> <p>Doctorate in Pharmacy in any specialized subjects recognized by PCI subject to vacancy OR</p> <p>Associate Professor acquiring Ph. D recognized by Pharmacy Council of India in any of Pharmacy subjects within 07 (seven) years shall also be eligible for the post of Professor subject to vacancy</p> <p><b>AND</b></p> <p><b>Essential:</b> 10 (ten) years' experience in teaching in PCI approved / recognized Pharmacy College or research experience out of which 05 (five) years must be as Associate Professor in PCI approved/recognized Pharmacy College</p>
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04	Principal cum Professor/Head of Institution	PB IV Rs. 37400 – 67000 AGP Rs. 10000 HoI Allowance – Rs.3000	01	100 % by promotion / by direct recruitment, as the case may be	Not Applicable	<p>05 (five) years of regular service as Professor; OR</p> <p><b>Requirement:</b> First Class Degree in Bachelor in Pharmacy with Master's Degree in Pharmacy in appropriate branch of specialization in Pharmacy subject to vacancy OR</p> <p>Doctorate in Pharmacy in qualifications recognized by Pharmacy Council of India subject to vacancyAND</p> <p><b>Essential</b> 15 (fifteen) years' experience in teaching or research out of which 05 (five) years must be as Professor/Head of Department (HoD) in a PCI approved/recognized pharmacy college</p> <p><b>Desirable</b> Administrative experience in a responsible position</p>
		<b>TOTAL</b>	<b>19</b>			



## SCHEDULE II

### Academic Wing (Library):

Sl. No.	Name of Post	Pay Band & Grade Pay	Number of Post	Mode of recruitment	Age limit for direct recruitment	Eligibility condition
01	02	03	04	05	06	07
01	Librarian	PB III Rs. 15600 – 39100 AGP Rs. 6000	01	100 % by direct recruitment	21 – 40 years	A Master's Degree in Library Science / Information Science / Documentation Science or an equivalent professional degree with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) and a consistently good academic record with knowledge of computerization of library
	<b>TOTAL</b>	01				

**SCHEDULE III**

**Technical Wing**

Sl. No.	Name of Post	Pay Band & Grade Pay	Number of Post	Mode of recruitment	Age limit for direct recruitment	Eligibility condition
01	02	03	04	05	06	07
01	Laboratory Assistant	PB 1 Rs. 5200 – 20200 GP Rs. 3400	05	100 % by direct recruitment	18 - 40 years	Diploma in Pharmacy (D. Pharm.) from a PCI recognized College/ Institution
02	Laboratory Technician	PB 2 Rs. 9300 – 34800 GP Rs. 3800	05	100 % by promotion	Not Applicable	06 (Six) years of regular service as Laboratory Assistant
03	Storekeeper	PB 1 Rs. 5200 – 20200 GP Rs. 3400	01	100 % by direct recruitment	8 – 40 years	Diploma in Pharmacy (D. Pharm.) from a PCI recognized College/ Institution, OR A Bachelor degree from a recognized University/ Institution.
		<b>TOTAL</b>	<b>11</b>			